



Natural Resources Conservation Service  
675 U.S. Courthouse  
801 Broadway  
Nashville, Tennessee 37203

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SUBJECT: Civil Rights Policy Statement

DATE: February 1, 2005

TO: All NRCS Tennessee Employees

As State Conservationist, I am firmly committed to ensuring that the leadership and employees of the Natural Resources Conservation Service in Tennessee provide a positive and professional work environment that offers employment opportunities and delivery of program services in an equitable and respectful manner.

Civil Rights is a responsibility that we all must share. I expect everyone associated with NRCS in Tennessee to comply with USDA's civil rights and equal employment opportunity policy by treating everyone in a fair and equitable manner regardless of their race, color, national origin, sex, religion, age, disability, sexual orientation, marital or family status, gender identity, political belief, parental status, or protected genetic information.

The NRCS leadership in Tennessee will take necessary action, including recruitment and outreach, in order to address and remedy identified deficiencies. The actions of leadership must ensure that civil rights laws, rules, and regulations are enforced.

We must continue to strive for and promote a workplace and society that is free from discrimination and harassment. Your commitment to this policy will enable NRCS to create a better workplace for all employees and deliver programs and services to all people in this great state of Tennessee.

Thank you for your support,

JAMES W. FORD  
State Conservationist